Configuration Control Board (CCB)

September 25, 2001

Systems Management Division (CPOCMA)

Tom Caine

APPLICATION REVIEW

Standard Applications/Tools

❖ Review of existing applications/tools used in the CPOCs.

❖ Forced change with implementation of MDCPDS.

❖ Approximately 80% of current tools listed in the CPOCMA application repository will be replaced by ART and/or BOA.

❖ All applications/tools placed under CCB rigor.

❖ All applications/tools undergo functional testing, as well as security and infrastructure review.

❖ Promulgating and enforcing standards, training, and documentation.

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Systems Management Division (CPOCMA)

Margaret Gale

CD-017-NC
Brucifer Concept
Priority 1

DESCRIPTION: Using Business Objects, the proposal is to create a web-based data retrieval and report generation application program for classification information.

COMMENTS:

Concur.   **MTMC 4**

Add this capability to FASCLASS. Also, understood that Fast Copy was not authorized in Modern.   **TRADOC 2**

This talks about using data from the CSU. Is there still a problem with the CSU in terms of data integrity? (There was at one time.) **CPSMB**

This should be included in ART in the Review and Analysis area. The sort capabilities can be setup similar to the Population Statistics Report. Can also control access through ART.   **PACIFIC 5**

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CD-017-NC
Brucifer Concept (Cont'd)

DESCRIPTION: Using Business Objects, the proposal is to create a web-based data retrieval and report generation application program for classification information.

COMMENTS:

The concept paper indicates that a B.O. report satisfies the data query and report generation requirement – the problem is too large a queue (ISD workload) or lack of expertise (have to find a B.O. expert). Couldn't HQ develop a canned B.O. report that could be used by all regions to satisfy this need (can Broadcast Agent be of some benefit when disseminating reports to various users?).   **MEDCOM**

Although we've had limited experience with Modern System, we believe this would save time and improve productivity. **EUROPE 3**

CD-014-West
Classification Advisory Database
Priority 2

DESCRIPTION: Enhances the capability of Brucifer concept. Documentation of classification advisory information such as; date advisory sent, recommended title, series/grade.

COMMENTS:

Concur. **MTMC 7**

Much needed tool. Consider including in FASCLASS rather than establishing another system. **TRADOC 1**

The interface to the Classification Advisory database would also be a good candidate for ART. **PACIFIC 6**

CD-014-West
Classification Advisory Database (Cont'd)

DESCRIPTION: Enhances the capability of Brucifer concept. Documentation of classification advisory information such as; date advisory sent, recommended title, series/grade.

COMMENTS:

Without considering as an enhancement to the "Brucifer concept" mentioned above, it would seem easier to have the capability built into FASCLASS if necessary. Another consideration might be adding some CIVPRO "classification" status codes that allow text entry – these codes already include advisory decisions to and from management dates. However, CPOCs would have to pull class status code data weekly or monthly and it would still require a local database or spreadsheet. To satisfy the macro information required by HQDA, CIVPRO flat files of status codes could be provided by CPOCMA. **MEDCOM**

The concept is good. USAREUR currently has not delegated classification authority to managers, but, if this policy changes, the advisory database would be very useful in reducing "rewriting" already existing advisories. Can system used database input to generate the advisory letters to the managers? **EUROPE 2**

CPOCMA 2

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Concept Descriptions
CD-013-SE
Automated DEUCES Applicant Tracking
Priority 3

DESCRIPTION: Develop and activate an on-line Oracle-based system for applicants that apply under delegated examining procedures.

COMMENTS:

One of the biggest complaints we receive is no response to applications. If this works, it would go a long way in improving the public's view of Army as a potential employer. **MTMC 1**

Add this capability to an existing system, I.e., ROAR/SOAR/ANSWER. Need to consider User-ID maintenance workload. **TRADOC 8**

Given the centralization of Resumix, this should also be centralized as well. In addition, would advise against this being done in ASP running under Microsoft IIS. Would, instead, recommend this be coded using JAVA (J2EE) running under iPlanet/Netscape web/application server. Might require at least one or more additional servers in production. **CPSMB**

The Pacific CPOC has added this capability to the Standard On-line Applicant Response System (SOARS). The information is pulled from the DEUCES database and, for those users with an internet connection, they can see the status of their

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CD-013-SE
Automated DEUCES Applicant Tracking (Cont'd)

DESCRIPTION: Develop and activate an on-line Oracle-based system for applicants that apply under delegated examining procedures.

COMMENTS:

Applicants for jobs don't call the CPOC they call the CPAC, What would help us is to have access to a "fast" database similarly described in this CD to track the status of both DEU and MPP applicants. At least one CPAC noted that they field all of the calls from applicants, and not the CPOC. Another CPAC responded that the automated system for DEU applicants would be slightly helpful as it might reduce the number of calls to inquire about applicant status. Another thought DEUCES was "Absolutely a good idea."   **COE 1**

Since USAREUR currently used DEUCES, this initiative would be useful. However, the description states that it would help with quality control because the information will be available much sooner than the current method used and will facilitate the elimination of potential problems prior to issuance of a referral. Our referral lists are done up immediately so there is not time delay. It may assist with an applicant seeing they are not qualified while the referral list is still with management if there is a mistake but not prior to issuance of the list. Suggest this system have a similar "look and feel" to ROARSOARS/ANSWER and it's output be integrated with these systems so that applicants can

CD-002-SC
OFP Inventory
Priority 5

DESCRIPTION: Develop an application that would use a hand-held bar code scanner to automatically read the OPF bar codes and subsequently interface with the OPF Tracker Systems database to determine presence/absence/misfiles of OPFs.

COMMENTS:
No comment. **PACIFIC 8**

Recommend ensuring the system is capable of recognizing when there is more than one OPF "volume", e.g., Volume 1 of 3, 2 of 3, and 3 of 3. **MTMC 5**

Manual inventories are tedious and not always accurate. Recommend approval (unless we will be seeing the electronic OPF in the near future). **TRADOC 6**

Doesn't USAREUR have an OPF tracker in place that does this exact same? Or is this application being expanded to track OPFs from one CPOC to another or to ABC? **MEDCOM**

The ability to use hand held scanners to capture data and then store it by mass download to the OPF Tracker database would save manpower and provide more effective control of OPFs during inventories or mass OPF recalls. Include use of hand held scanners by CFTs to alleviate input and further assist with quality control. **EUROPE 1**

CD-015-SC
Web-Based Annual Training Needs Assessment (ATNA)
Priority 8

DESCRIPTION: Modifications to the ATNA application to receive timely reports

COMMENTS:

No comment. **PACIFIC 7**

No comment. **MTMC 8**

Recommend this be captured via OTA. **TRADOC 9**

Oracle Training Administration (OTA) will include a training request form which can be used in the same way as the ATNA. The ATNA is most likely the tool that was previously created by John Heath while he was here at ASA and is currently on our website for download. The program can be redesigned if the users wish to do so, however, to me it would be contrary to the memo signed by Mr. Snyder that asked MACOMs to discontinue development of software which will duplicate functionality of the Modern System. The Training Request Form (TRF) in OTA is a way to track training that has been requested for individuals via their training coordinator, supervisor or any user. OTA will also contain a Training Request

CD-015-SC
Web-Based Annual Training Needs Assessment (ATNA) (Cont'd)

DESCRIPTION: Modifications to the ATNA application to receive timely reports

COMMENTS:

The ATNA tool is not utilized in USAREUR. The ATNA concept is based on course catalog approach to fill spaces in the classes. Information from other CPOC HRD Divisions do not indicate that this tool has provided value in determining the training needs to develop a training plan linked to performance improvement requirements and linked to organizational strategic plans and that the tool is not being utilized in the training needs assessments conducted. Recommendations for improvement include a competency based rather than 'courses provided survey' and a tool linked to the performance management plans & performance reviews conducted at the organization and available to assessment in training plan development at the

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CD-016-ANCR
On-Line Applicant Inquiry System
Priority 9

DESCRIPTION: Provides applicants feedback on their application.

COMMENTS:

No comment. **PACIFIC 10**

It would seem we could combine DEUCES and this application into one on-line applicant inquiry system. The average applicant would not know the difference between DEU and RESUMIX. **MTMC 2**

Applicants want specific information as to why they weren't qualified, etc. Present generic responses do not provide this, so CPACs and CPOCs are still contacted. Tie in CD-013-SE and include both in ROAR/SOAR/ANSWER. **TRADOC 7**

While the concept is excellent, it's very complex, and would appear to incorporate artificial intelligence. It would require extensive programming as it will need to search and have all the words/phrases/scenarios programmed. It should cut down on the number of inquiries thereby having some manpower savings, but detailed cost/benefit analysis and feasibility should be established before prioritization or initiation of the project. **EUROPE 5**

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CD-006-SC
Password Keeper
Priority 10

DESCRIPTION: Develop secure password keeper software that maintains a list of accounts (programs and/or web sites) that require passwords.

COMMENTS:

This is an excellent idea, given the number of passwords we must remember. It has been suggested that, if the system is capable, in addition to displaying the password it might "hot ink" to the system the password was issued for, e.g., PERNET, ART, E/MSS, ABC, etc. **MTMC 6**

Table – Pending resolution of security issue. **TRADOC 10**

Would need to find out algorithm used to scramble passwords and additional info on security of this application. Not recommended for use. **CPSMB**

This should be approved for general use. **PACIFIC 9**

The Password Keeper would be slightly helpful, but within the scope of the Modern System and its associated applications, a single point of entry, single Userid, and single password would more directly address the problem. The password keeper software would not eliminate systems or passwords, but would add yet another password to the mix. The end users need more help in obtaining data than

CD-006-SC
Password Keeper (Cont'd)

DESCRIPTION: Develop secure password keeper software that maintains a list of accounts (programs and/or web sites) that require passwords.

COMMENTS:

The application seemed fairly intuitive and well thought-out. It was written in Delphi (Win32 EXE) using a home-grown "scrambling" routine to store the passwords to a file. AKO and Common Access Cards may make this obsolete, but that will be at least a couple of year's away unless the projects are given top priority. Believe this will assist users, but not comfortable with having that much information in one p[lace in case it's cracked by hackers. MAJOR CONCERN IS INFORMATION ASSURANCE and the availability of a number of passwords if the system is successfully hacked. If adopted, strongly suggest some freely available source-code to implement know and tested strong cryptographic algorithms, such as Rjindael, Blowfish, Twofish, etc., be used. Rjindael has recently been chosen by NIST to replace DES as the new international AES (Advanced Encryption Standard) algorithm. We don't know if the new Password Keeper uses a standard or home-grown algorithm. Source Code (C+? ADA? Army standard? What?) should be looked at by someone who knows application development and coding for holes. Is there a back door? **EUROPE 9**

CD-006-SC
Password Keeper (Cont'd)

This suggestion appears technically sound and, if accurately maintained by the user, would provide much needed assistance in this area. However, there are 3 concerns. First, this is an area that was being addressed by PO-CPR and briefed two IM conferences back. Believe the vendor name or tool being considered was 360 ACCESS. PO-CPR should be coordinated with but, though less sophisticated, this is a much more cost effective method.

Second, and the more serious, is security. This methodology introduces a single point of failure from a security perspective. If the users primary sign on password is compromised then potentially every system that user has access to is compromised because the primary password allows access to the record of ALL the other passwords. Ironically, the applications single point of failure potential may represent a more serious security risk than what the application was meant to fix. we would like some assurance that the algorithm used for "scrambling" passwords cannot be easily broken (is it a standard commercial encryption algorithm that has been thoroughly tested?). This risk could be eliminated/mitigated by having the password to the Password Keeper different than the primary sign on password. That would make people remember two passwords -- but might satisfy the security folks. Otherwise, we must make the decision that it is an acceptable risk. Add a method for administrators to reset the password to Password Keeper should the individual forget the password to it.

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Third, though low risk, is a concern about the file in which the application